

September 2019

The Quest for Doctorate Degree (Ph.D) By Academic Librarians in Nigeria: A Survey of Tertiary Institutions in Ekiti State.

Isaac Oluwadare Busayo Mr

Federal University Oye-Ekiti, Nigeria, isaac.busayo@fuoye.edu.ng

Isaac Oluwadare Busayo Mr

Federal University Oye-Ekiti, Nigeria

Follow this and additional works at: <https://digitalcommons.unl.edu/libphilprac>



Part of the [Library and Information Science Commons](#)

Busayo, Isaac Oluwadare Mr and Busayo, Isaac Oluwadare Mr, "The Quest for Doctorate Degree (Ph.D) By Academic Librarians in Nigeria: A Survey of Tertiary Institutions in Ekiti State." (2019). *Library Philosophy and Practice (e-journal)*. 2670. <https://digitalcommons.unl.edu/libphilprac/2670>

The Quest for Doctorate Degree (Ph.D) By Academic Librarians in Nigeria: A Survey of Tertiary Institutions in Ekiti State.

By

Dr Isaac Oluwadare BUSAYO

Deputy University Librarian,

Federal University Oye-Ekiti,

Ekiti State, Nigeria.

E-mail Addresses: isaac.busayo@fuove.edu.ng

iobusayo@yahoo.com

Abstract

This study takes a cursory look at why academic librarians in tertiary institutions in Ekiti State, namely: the three Universities (comprising: one federal, one state and one private), a Polytechnic and a College of Education, have the desire and quest for the acquisition of a doctorate degree as perceived by the researcher, who has worked in some of these institutions in the last three decades. All the five institutions, namely: Federal University Oye-Ekiti, Ekiti State University Ado-Ekiti, Afe Babalola University Ado-Ekiti, Federal Polytechnic Ado-Ekiti and College of Education Ikere-Ekiti were visited with a prepared structured questionnaire on the subject matter and administered on the basis of the staff strength (academic librarians only) of each institution. A total of fifty (50) copies of questionnaire were administered, with a response rate of forty-four (44), duly completed and found useable for the study, representing 88%. The results show that the respondents had quest for PhD because of their desire for academics, career fulfillment, better remuneration, desire for the title 'Dr', improved skill/job output and the need for societal, political and religious recognition. 43 (97.7%) of the respondents, were of the opinion (agreed) that the acquisition of a PhD is never a waste for an academic librarian. Recommendations were made accordingly as appropriate.

Key Words: Academic Librarians; Doctorate degree; Tertiary Institutions, Ekiti State Nigeria.

Introduction

A Librarian is a trained information specialist who holds a University undergraduate degree and a Master of Library and Information Science (MLIS) degree. Subair (2018) quoting from Wikipedia, the free encyclopedia, defined a Librarian “as a person who work professionally in a library and may hold a degree in Librarianship (known either as Library science or Library and Information science). A librarian is also a specialist in library work, that is, a person who is responsible for a collection of specialized or technical information or materials.

Aina (2014) opined that Librarianship is essentially concerned with the development of libraries. He stressed that Libraries are generally categorised, based on the type of users they serve. Thus, he grouped libraries into five categories: academic, school, public, special and national libraries. While a library that is devoted mainly to lecturers and students in an academic institution, is termed an academic library. Academic librarians function in tertiary institution libraries. In other words, academic librarians serve in college of education libraries, polytechnic libraries, university libraries and other tertiary institutions with similar status, objectives, mission and vision.

The quest for doctorate degree (PhD) by academic librarians can be attributable to a number of factors. Kumar (2011) opined that due to the nature of work and functions performed, a librarian is expected to possess high academic and professional qualifications. He stressed that, in the present situation when qualifications matter, we cannot ignore this aspect. He claimed that one may be doing one’s job well, but that, when it comes to consideration for promotion, the question of qualifications matters. He maintained that the possession of higher degrees is beginning to prove a surer passport to a higher financial gain, higher status and prestige, and guarantees senior positions in the university libraries and libraries attached to research institutions.

Academic librarians are responsible for acquiring, organizing, managing and distributing library resources, while ensuring that library provisions meet the needs of all its users. Academic librarians are responsible for providing support to academic communities and helping institutions achieve their mission and vision. (Odewole 2017, as cited by Subair 2018). Librarians generally, have always played key roles in education as information organizer in the traditional library environment. The librarian builds the library collections, gives library orientation to new library users, and acquires relevant information resources for the user. A librarian’s role has in fact, traditionally been more of the builder of library collections and maintainer of library collections. These collections could come in different formats; print and non-print media, audiovisual and electronic materials. Today in the digital age, librarians can no longer be simply information providers or the ‘keepers of knowledge’. The changes in technology using electronically stored and retrieved information has changed the way patrons and students are able to access, retrieve

and use information. To meet the rapidly changing needs of society and higher education, librarians must continue to redefine their roles and emphasize new functions and services.

Brief on Status of Academic Librarians in Nigerian Universities

The issue of classification of librarians in Nigerian Universities as academics has long been settled. Ugah (2012) in a related study observed that academic status enjoyed by librarians in Nigerian universities dated back to 1948, the days of John Harris, when the University of Ibadan was established as University College. Ugah opined that there are no uniform standards and criteria in terms of career structure and advancement/promotion for academic librarians and other academics in some Nigerian universities. He stressed that different standards/criteria are applied between academic librarians and other academic staff in the same universities, while in some; the standard/criteria for librarians vary from one university to the other. The author's experience has revealed that the standards and criteria used for employment and promotion of academic librarians, vis-à-vis other academic staff and the application in terms of uniformity, differs from one university to the other. In some universities, no academic librarian can become a principal librarian (senior lecturer equivalent) without a PhD. While in some other universities, some academic librarians are appointed Deputy Librarians and even University Librarians without a PhD.

For instance, the criteria used by Federal University Oye Ekiti (2011) for appointment and promotion of academic staff/academic librarians, are as highlighted below:

Table 1: Indicates () the maximum score obtainable on each criterion for Promotion**

	CRITERIA	SCORES	
		LECTURERS	**LIBRARIANS
1.	Qualification	15	15
2.	Research and Publications	50	40
3.	Teaching/Professional duty	25	35
4.	Length of service (since last promotion/Appointment)	05	05
5.	Contribution to the University and the Nation	05	05
	Total	100	100

Table 2: Shows the minimum number of papers required for promotion of Librarians

S/NO	LEVEL	NUMBER OF JOURNAL PAPERS
1.	Librarian II	No paper required.
2.	Librarian II to Librarian I	Two (2) Journal papers or one (1) journal paper, Plus two (2) referred Conference proceedings.
3.	Librarian I to Senior Librarian	Four (4) journal papers or three (3) journal papers, Plus two (2) referred Proceedings.
4.	Senior Librarian to Principal Librarian	Seven (7) journal papers or nine (9) journal papers, Plus four (4) referred Conference proceedings, Plus Other relevant Library Academic publications, Stated in the University Promotion guidelines.
5.	Principal Librarian to Deputy University Librarian (By Appointment)	Eleven (11) journal papers or nine (9) journal papers, Plus four (4) referred conference proceedings, plus other relevant Library Academic publications stated in the University promotion guidelines.
6.	University Librarian (By Appointment)	Sixteen (16) journal papers Or fourteen (14) journal Papers plus referred Conference proceedings Plus other relevant Library Academic publications stated in the University Promotion guidelines.

Methodology

Objectives of the study

This study intends to ascertain why academic librarians in tertiary institutions in Ekiti State, Nigeria, see the acquisition of a Doctorate degree (PhD) as being necessary and to establish the reason(s) for the quest. The quest by academic librarian, however, were based and investigated on the following assumptions:

- Academic urge/instinct.
- Career fulfillment/Self-actualization
- Remuneration/Enhanced Status.
- Desire for the title 'Dr'
- Improved Skill/ Job output
- Societal/Political/Religious recognition and fulfillment
- General perception of quest/Desire for Ph.D

Literature Review

A number of universities (tertiary institutions) in Nigeria offer postgraduate degree programmes. However, the University of Ibadan is a leading research-intensive university with a distinguished record of advancing knowledge and understanding through the pursuit of research and scholarship (UI, PG School 2006). As part of its commitment to research, the University of

Ibadan provides, through its Postgraduate School, a range of research programmes, designed to enable postgraduate students to pursue original research under supervision and to make their own contribution to knowledge and understanding in their various specialties.

At the University of Ibadan, Doctorate degrees (MD, PhD) are awarded to candidates who have demonstrated:

- The creation and interpretation of new knowledge, through original research, or other advanced scholarship, of a quality to satisfy peer review, extend the forefront of the discipline, and merit publication;
- A systematic acquisition and understanding of a substantial body of knowledge which is at the forefront of an academic discipline or area of professional practice;
- The general ability to conceptualise, design and implement a project for the generation of new knowledge, applications or understanding at the forefront of the discipline, and to adjust the project design in the light of unforeseen problems;
- A detailed understanding of applicable techniques for research and advanced academic enquiry.

Sampled Institutions and Number of Academic Librarians

S/No	Tertiary Institution	Number	Percentage (%)
1.	Federal University Oye-Ekiti (FUOYE)	06	13.64
2.	Ekiti State University, Ado-Ekiti (EKSU)	14	31.82
3.	Afe Babalola University Ado-Ekiti (ABUAD)	09	20.45
4.	Federal Polytechnic Ado-Ekiti (FEDPOLAD)	10	22.73
5.	College of Education Ikere-Ekiti (COEIK)	05	11.36
	Total	44	100

Results

The results, which are grouped under seven (7) sub-headings, are as outlined in Tables A-G below for clarity and ease of understanding. Table H shows the global results at a glance.

(A) ACADEMIC URGE/INSTINCT

	Question (Item)	D&SD	%	A&SA	%
1.	Acquisition of a PhD equates an academic librarian with the lecturers	8	18.2	36	81.8
2.	PhD qualifies an academic librarian to function in the library or be a lecturer	14	31.8	30	68.2
3.	PhD is a requisite for a would-be an academic librarian	29	65.9	15	34.1

From Table A above, 36respondents (81.8%) agreed that a PhD equates an academic librarian with the lecturers, 30respondents (68.2%) equally agrees that a PhD qualifies an academic librarian to function in the library or opt to be a lecturer, while 29respondents (65.9%) disagreed that PhD is a requisite for a would-be an academic librarian.

(B) CAREER FULFILLMENT

	Question (Item)	D&SD	%	A&SA	%
4	Without a PhD, an academic librarian can hardly get to the peak of his/her career	22	50	22	50
5	PhD is needful for career accomplishment in librarianship	10	22.7	34	77.3

Table B above reveals that 22respondents (50%) disagreed that an academic librarian can hardly get to the peak of his/her career without a PhD, but 22respondednts (50%) supported this assertion. However, 34respondents (77.3%) agreed that PhD is needful for career accomplishment in librarianship.

(C) REMUNERATION

	Question (Item)	D&SD	%	A&SA	%
6	I desire a PhD as an academic librarian for better remuneration (Take home pay)	17	38.6	27	61.4
7	I desire a PhD as an academic librarian for better status at work	03	6.8	41	93.2

Table C equally shows that 27 of the respondents (61.4%) desire a PhD as an academic librarian for better remuneration, while 41respondents (93.2%) claimed that they desire a PhD as an academic librarian for better status at work.

(D) DESIRE FOR THE TITLE 'DR'

	Question (Item)	D&SD	%	A&SA	%
8	I desire a PhD to earn the title 'Dr' as an academic librarian	11	25	33	75
9	The title 'Dr' has always been my wish/dream as an academic librarian	10	22.7	34	77.3
10	I desire a PhD for personal academic fulfillment as an academic librarian	03	6.8	41	93.2
11	I covet a PhD for self-actualization as an academic librarian	07	15.9	37	84.1

Table D shows that 33respondents (75%) desire a PhD to earn Dr as a title, 34respondents (77.3%) opined that the title (Dr) has always been their wish/dream, 41respondents (93.2%) desired a PhD for personal academic fulfillment, while 37respondents (84.1%) covet a PhD for self-actualization as and academic librarian.

(E) IMPROVED SKILL/ JOB OUTPUT

	Question (Item)	D&SD	%	A&SA	%
12	Acquisition of a PhD would enhance the skill of an academic librarian	07	15.9	37	84.1
13	Acquisition of a PhD would better the output of an academic librarian	07	15.9	37	84.1
14	Acquisition of a PhD means additional responsibility for an academic librarian	11	25	33	75

Table E shows that 37respondents (84.1%) agreed that PhD would enhance the skill of an academic librarian, 37respondents (84.1%) equally affirmed that acquisition of a PhD would better their output, while 33respondents (75%), saw the acquisition of a PhD as additional responsibility for an academic librarian.

(F) SOCIETAL/POLITICAL/RELIGIOUS RECOGNITION

	Question (Item)	D&SD	%	A&SA	%
15	PhD enhances a librarian's societal recognition/respect	00	00	44	100
16	Politically, a PhD would boost the chances of a librarian	11	25	33	75
17	Pastorally/Religiously, a PhD is an added advantage to a librarian	18	40.9	26	59.1

Table F clearly indicates that all the 44 respondents (100%) agreed that PhD would enhance a librarian's societal recognition/respect, 33respondents (75%) also agreed that a PhD would boost the chances of a librarian politically, while 26respondents (59.1%) admitted that, pastorally/religiously, a PhD is an added advantage to a librarian.

(G) GENERAL PERCEPTION OF QUEST/DESIRE FOR PH.D

	Question (Item)	D&SD	%	A&SA	%
18	Acquisition of a PhD is never a waste for an academic librarian	01	2.3	43	97.7

Table G, which seeks to know the general perception of the academic librarian's desire for a PhD, indicates that 43respondednts (97.7%) opined that the acquisition of a PhD is never a waste for an academic librarian.

(H) THE ENTIRE RESULTS AT A GLANCE.

	Questions	D	SD	A	SA
1	Acquisition of a PhD equates an academic librarian with the lecturers	07	01	17	19
2	PhD qualifies an academic librarian to function in the library or be a lecturer	12	02	11	19
3	PhD is a requisite for a would-be an academic librarian	25	04	08	07
4	Without a PhD, an academic librarian can hardly get to the peak of his/her career	18	04	13	09
5	PhD is needful for career accomplishment in librarianship	09	01	15	19
6	I desire a PhD as an academic librarian for better remuneration (Take home pay)	15	02	14	13
7	I desire a PhD as an academic librarian for better status at work	03	00	20	21
8	I desire a PhD to earn the title 'Dr' as an academic librarian	09	02	13	20
9	The title 'Dr' has always been my wish/dream as an academic librarian	08	02	15	19
10	I desire a PhD for personal academic fulfillment as an academic librarian	03	00	19	22
11	I covet a PhD for self-actualization as an academic librarian	04	03	16	21
12	Acquisition of a PhD would enhance the skill of an academic librarian	06	01	17	20
13	Acquisition of a PhD would better the output of an academic librarian	05	02	15	22
14	Acquisition of a PhD means additional responsibility for an academic librarian	02	09	19	14
15	PhD enhances a librarian's societal recognition/respect	00	00	20	24
16	Politically, a PhD would boost the chances of a librarian	09	02	14	19
17	Pastorally/Religiously, a PhD is an added advantage to a librarian	15	03	14	12
18	Acquisition of a PhD is never a waste for an academic librarian	01	00	12	31

Note: For ease of computation, the options: Disagreed and Strongly Disagreed (D & SD) were added together and Agreed and Strongly Agreed (A & SA) were also added together and the percentages (%) found in each case, to arrive at the findings.

Discussions

The discussions as deduced from the findings (results) are herewith highlighted in Tables A to G, as follows:

From the findings, Table A which shows that, 36respondents (81.8%) agreed that a PhD equates an academic librarian with the lecturers, implies that the academic librarians had academic urge/instinct and wants to be at parity with their academic colleagues, who are the lecturers. In like manner, 30respondents (68.2%) equally agrees that a PhD qualifies an academic librarian to function (practice) in the library or opt to be a lecturer. However, that 29respondents (65.9%) disagreed that PhD is a requisite for a would-be an academic librarian, could be true of academic librarians in Polytechnics and Colleges of Education Libraries, where an academic librarian can aspire to be the Polytechnic Librarian or the College Librarian, without necessarily

having a PhD, the possession of which is normally and merely seen as an added advantage. In some universities in Nigeria as at date, like the University of Lagos and the Federal University of Agriculture, Abeokuta, PhD is a requisite to be promoted senior librarian (which is senior lecturer equivalent in case of Unilag.) and principal librarian (which also is senior lecturer equivalent in case of FUNAAB).

Table B reveals that 22respondents (50%) disagreed that an academic librarian can hardly get to the peak of his/her career without a PhD, likewise, 22respondednts (50%) also supported this assertion. This buttresses the fact that not all tertiary institutions make PhD a requisite for the headship positions in their libraries. However, 34respondents (77.3%) agreed that PhD is needful for career accomplishment in librarianship.

Table C equally shows that 27 of the respondents (61.4%) desire a PhD as an academic librarian for better remuneration, while 41respondents (93.2%) claimed that they desire a PhD as an academic librarian for better status at work. It can be summed up from the above that, better remuneration and better status at work accounts for while a number of academic librarians pursue PhD programs.

Table D shows that 33respondents (75%) desire a PhD to earn ‘Dr’ as title, 34respondents (77.3%) opined that the title (Dr) has always been their wish/dream, 41respondents (93.2%) desire a PhD for personal academic fulfillment, while 37respondents (84.1%) covet a PhD for self-actualization, as an academic librarian. Thus, the desire for the title (Dr), the wish/dream for it, personal academic fulfillment and self-actualization are also some of the reasons why academic librarians desire and pursue PhD programs.

Table E shows that 37respondents (84.1%) agreed that PhD would enhance the skill of an academic librarian, 37respondents (84.1%) equally affirmed that acquisition of a PhD would better their output, while 33respondents (75%), saw the acquisition of a PhD as additional responsibility for an academic librarian. It can be inferred from the above responses, that PhD would enhance the skill of an academic librarian, better their output and confers on them additional responsibility.

Table F clearly indicates that all the 44 respondents (100%) agreed that PhD would enhance a librarian's societal recognition/respect, 33respondents (75%) also agreed that a PhD would boost the chances of a librarian politically, while 26respondents (59.1%) admitted that, pastorally/religiously, a PhD is an added advantage to a librarian. This table reveals that socially, politically and religiously, PhD is always a booster to an academic librarian.

Table G, sought to know the general perception of the academic librarian's view, of their desire for a PhD. Here, 43responednts (97.7%) opined that the acquisition of a PhD is never a waste, for an academic librarian. Only one, (1) respondent (2.3%) was against this claim. There is no doubt that, the pursuance of a PhD can be tasking, but the eventual acquisition is never a waste, as generally perceived by the sampled academic librarians. The gains can be said to be more than the pains.

Conclusion

The study has revealed that the quest for PhD by academic librarians is borne out of the desire for academic urge, career fulfillment, desire for better remuneration/status, the desire for being addressed as Doctor, improved skill/output at work and the need for societal, political and religious recognition and relevance respectively. Interestingly, the quest for doctorate degree (PhD) by academic librarians in the sampled tertiary institutions was not seen as a waste of time, by the respondents. The possession a PhD equates and places an academic librarian at per (parity) with his/her other academic colleagues who lectures in the various Departments. Just as the lecturers can aspire to be Head of Department, Dean etc, the librarian can also grow in their chosen career.

Recommendations

Bearing in mind the fact that knowledge is dynamic, and that learning is for life (whoever ceases to learn, ceases to live), academic librarians must aspire and see the acquisition of a PhD as an ego booster that is needful in virtually all academic institutions to be relevant within the academic community. It is herewith recommended therefore, that for an academic librarian to be:

- Fulfilled and relevant in academics

- Chosen career (of librarianship)
- Better remuneration at work
- Promotion/Regrading/Conversion as at when due
- Earn the title 'Dr'
- Enhanced skill/job output and
- Coupled with societal/political/religious recognition

The quest/desire for a PhD should be seen as worthwhile and given priority. It is a known fact that certificates count when it comes to securing lucrative appointments, promotion and enhanced remuneration, be it in tertiary institutions, companies, parastatals and other establishments in Nigeria and elsewhere outside Nigeria.

References

- Aina, L. O. (2014): The Current Practice of Librarianship: A Journey to Extinction of the Profession in Nigeria? A Lecture delivered at the 8th Jire Olanlokun Memorial Lecture at the Julius Berger Hall, University of Lagos, September 4,
- Federal University Oye Ekiti (2011): Criteria for Appointment and Promotion of Academic Staff in Regulations governing the conditions of service of senior staff on CONTISS 06/CONUASS 01 and above, p34.
- Kumar, Krishan (2011): Library Manual.- New Delhi: Vikas Publishing House, p40
- Subair, Roselyn E. (2018): Libraries and Librarians: New Trends in Librarianship and Social Media: An unpublished paper presented at the Ekiti State NLA Week, held at the Digital Library, Federal Polytechnic, Ado-Ekiti.
- Ugah, A.D. (2012): Academic Status of Librarians in Nigerian Universities: An analysis. Nigerian Libraries: Journal of the Nigerian Library Association, ed. by Matthew Idowu Ajibero. 45(1), p78
- University of Ibadan, Ibadan, Postgraduate School (2006): Code of Practice and Ethics for Research Degree Programmes.-Ibadan: The Postgraduate School, University of Ibadan, p1. Available online at: <http://www.postgraduateschool.ui.edu.ng>

Appendix 1: QUESTIONNAIRE FOR ACADEMIC LIBRARIANS

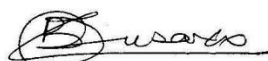
THE QUEST FOR DOCTORATE DEGREE (Ph.D) BY ACADEMIC LIBRARIANS IN NIGERIA: A SURVEY OF TERTIARY INSTITUTIONS IN EKITI STATE.

Dear Colleagues,

This questionnaire is intended solely for research. Kindly spare the time to complete it accordingly. Your cooperation and sincere opinion in this regard would be appreciated.

Thank you.

Yours sincerely,



Dr I. O. Busayo
FUOYE Library.

Section A: Bio-Data of Respondents: Kindly complete this section as appropriate, please.

Name of your Institution.....

Sex: Male () Female ()

Highest Qualification.....

Status.....

Section.....

Year(s) of working experience.....

Section B : Please, complete the following questions, using either (any) of the options provided thus: D: Disagree, SD: Strongly Disagree, A: Agree or SA: Strongly Agree.

	Questions	D	SD	A	SA
1	Acquisition of a PhD equates an academic librarian with the lecturers				
2	PhD qualifies an academic librarian to function in the library or be a lecturer				
3	PhD is a requisite for a would-be an academic librarian				
4	Without a PhD, an academic librarian can hardly get to the peak of his/her career				
5	PhD is needful for career accomplishment in librarianship				
6	I desire a PhD as an academic librarian for better remuneration (Take home pay)				
7	I desire a PhD as an academic librarian for better status at work				
8	I desire a PhD to earn the title 'Dr' as an academic librarian				
9	The title 'Dr' has always been my wish/dream as an academic librarian				
10	I desire a PhD for personal academic fulfillment as an academic librarian				
11	I covet a PhD for self-actualization as an academic librarian				
12	Acquisition of a PhD would enhance the skill of an academic librarian				
13	Acquisition of a PhD would better the output of an academic librarian				
14	Acquisition of a PhD means additional responsibility for an academic librarian				
15	PhD enhances a librarian's societal recognition/respect				
16	Politically, a PhD would boost the chances of a librarian				
17	Pastorally/Religiously, a PhD is an added advantage to a librarian				
18	Acquisition of a PhD is never a waste for an academic librarian				

